



EMPLOYMENT AD HOC COMMITTEE

DRAFT MINUTES

Friday, April 21, 2017

11:00 a.m. – 12:30 p.m.

Arizona Developmental Disabilities Planning Council
3839 North 3rd Street, Suite 306, Phoenix, Arizona 85012

A committee meeting of the Arizona Developmental Disabilities Planning Council (ADDPC) was convened on April 21, 2017 at 3839 North 3rd Street, Suite 306, Phoenix, Arizona 85012. Notice having been duly given. Present were the following members of the Employment Committee, Council members, and staff.

Members Present

Melissa Van Hook, Chair
John Black
Scott Lindbloom, Telephone
Andrew Robinson
Jason Snead

Guests/Staff	Committee Members Absent
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Monica Cooper
Erica McFadden, Executive Director
Marcella Crane, Grants Manager
Michael Leyva, Contracts/Grants Coordinator

John Eckhardt
Janna Murrell
Charles Ryan

A. Call to Order

Chairperson Melissa Van Hook welcomed everyone to the Arizona Developmental Disabilities Planning Council (ADDPC or Council) Employment Ad Hoc (Employment) Committee meeting. The meeting was called to order at 11:04 a.m. Roll call and participant introductions were completed.

B. Approval of Meeting Minutes

The Minutes from the September 29, 2016 Employment Committee meeting were reviewed.

A Motion was made to approve the September 29, 2016 Employment Committee Meeting Minutes by John Black; seconded by Andrew Robinson; the motion was unanimously approved.

C. Review Employment Goals & Objectives

Melissa Van Hook reviewed the Employment Goals and Objectives and the Committee discussed:

- Importance of moving toward working with individuals at early age and encouraging early intervention;
- Setting the expectation that work is possible at an early age;
- Preparing individuals at an early age, and throughout the lifespan;
- Providing community supports, resources, education, and early intervention works especially for children with autism;
- Education early on – if it doesn't begin at an early age there will be gaps;
- Sometimes parents don't have an expectation for their children and instead focus on how soon they can enroll their children into a program to receive benefits;
- Don't neglect adults with I/DD, they are the most likely to benefit from employment initiatives because of their age and willingness to work.

D. Project Update – Untapped Arizona

Michael Leyva, Council staff shared information on Untapped Arizona and highlighted key accomplishments that occurred January – April 2017. The Committee discussed:

- If Untapped Arizona Board of Directors represent companies that are actually hiring people with disabilities;
- Concerns about how long it has taken Untapped Arizona to generate outcomes;
- Fifth year funding ends September 2017; are there plans and strategies in place for sustainability;
- Recommendation was made to monitor Untapped Arizona progress closely through the end of program funding;
- Recommendation was made to invite Employment Committee members to future Untapped Arizona Board of Directors meetings. Michael Leyva will inform members of upcoming meeting dates.

E. Project Update – Employment First

Michael Leyva shared information on Employment First activities and identified areas where the Council can provide support. The Committee discussed:

- Employment First should also focus on the adult and older adult population in addition to children, youth, and young adults;
- Concern for individuals with Autism as they have much higher levels of unemployment and difficulty securing and retaining employment;
- 50% of individuals with disabilities may be high functioning and able to secure employment, what about individuals with lower IQ, who advocates for them?

- Recommendation to share Employment First Executive Order draft language with ADDPC Executive Director and Employment Committee;
- Recommendation to recruit self-advocates to help review Employment First documents and materials.

A Motion was made by John Black to support the Employment First Executive Order with the condition it will be reviewed by the ADDPC Executive Director and the Employment Committee; seconded by Jason Snead; the motion was unanimously approved.

F. Association for People Supporting Employment First (APSE)

Melissa Van Hook and Council staff shared information on initial work by members of the Employment First Core Team to establish an Arizona APSE Chapter. The Committee discussed:

- The benefits of establishing a state chapter;
- Sharing of best practices;
- Benefit of education and networking received at APSE national conferences;
- Melissa Van Hook expressed support for creating an Arizona state chapter;
- Melissa Van Hook requested renewal of annual membership at a level of \$120;
- Jason Snead requested annual membership at a level of \$120;
- Michael Leyva requested annual membership at a level of \$120.

G. Evidence Based Practice in Disability Disciplines

Michael Leyva shared information on the Institute for Human Development's *"50 Years of Service – Paving the Way to the Future"* Conference and the request for Council sponsorship. The Committee discussed:

- Importance of an learning about evidence-based practices in employment and assistive technology;
- Interest in attending Conference;
- Ensuring Council sponsorship meets Employment goals & objectives;
- Melissa Van Hook recommended sponsorship level in the amount of \$7,500;
- Jason Snead supported the recommendation to provide sponsorship.

A Motion was made by John Black to provide sponsorship at a level of \$7,500; seconded by Andrew Robinson; the motion was unanimously approved.

H. Advocacy & Outreach

Michael Leyva shared information on the Council's advocacy and outreach efforts January – April 2017, with an emphasis on activities and events specifically related to employment.

I. Brainstorm Ideas for Potential Solicitation

Melissa Van Hook asked Committee members to brainstorm ideas for potential solicitations. The Committee shared several ideas:

- A training program in a restaurant setting started by a family with a child with a disability. The program has 50 – 70% participation by individuals with a disability and plans to open an additional facility. The idea is to create a model program with a built-in safety net for individuals with a disability. If an individual is experiencing difficulty in a work setting, they are able to go back and receive additional training or support so they don't leave or lose their job.
- Job Training Programs for high school students to receive specific skills for different types of work that interest them. Work with special education teachers to identify students who may wish to receive individual or specialized training. Incorporate public and media relations to highlight training program to encourage students to participate.
- Explore high tech businesses to pay for innovative training programs; partner with Southwest Autism Research & Resource Center (SARRC) and tech companies;
- Consider partnering with Division of Developmental Disabilities (DDD) to provide specialized training for direct care workers;
- Develop an economic case for hiring People with Disabilities; focus on beneficial economic impact;
- Committee members were encouraged to explore and identify innovative ideas and share them at next Employment Committee meeting.

J. Call to the Public

Melissa Van Hook requested a Call to the Public. No public members were in attendance.

K. Adjourn

Melissa Van Hook called for a motion to adjourn the Meeting. Motion was made by John Black to adjourn; seconded by Scott Lindbloom. Motion carried and the Meeting was adjourned at 12:43 p.m.